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MEMORANDUM FOR: Director of Training

SUBJECT : Weekly Report #19
7 May - 13 May 1958
Assessment and Evaluation Staff

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1. I have been invited by the American Psychological Association to participate in a conference on Graduate Education in Psychology. This conference will be held November 29 through December 7, 1958 at Miami. Because of the value of this kind of professional recognition in attracting able personnel to this Agency, I have tentatively accepted this invitation even though there may be some Agency expense involved. This acceptance is, of course, conditional upon your approval.

2. Chief, A&E visited to take up a number of matters with CF/OS. A preliminary report was given on the result of a survey of consumer reaction to the OFC Training Evaluation Reports. In general, the results seemed to show strong sentiment for a long narrative description on the student's performance which is "Eyes Only" to the supervisor. Comparison of the graphic and the narrative description reveals a preference for the narrative. These tentative results are based on interviews with supervisors alone. Interviews with the Training Officers are continuing. It was agreed with CF/OS that such surveys were highly desirable in improving our communication with supervisors and that the next one should probably be concerned with the OC rather than the OFC Training Evaluation Reports.

As a further step in understanding reaction to evaluation procedures, it was agreed that would conduct a systematic survey of the students in one of the classes . He will conduct this survey on a longitudinal basis; that is, try to ascertain attitudes towards evaluations when students first arrive and attempt to determine whether their attitudes change as they go through the course. It is hoped by this means to discover what students are really reacting to and what might be done to counteract a good many of the attitudes that the students already have when they arrive at

The problem with student critiques was also discussed, and it was recommended to CF/OS that student critiquing be used more sparingly. Little if anything that is new is learned at this point, and the critiques have an unfavorable impact on the instructors and, I believe,

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on the reputation of the Office of Training. CF/OS did agree to a somewhat more discriminative use of critiques by pinpointing questions it was desired to have answered. Unless there was a specific interest in some particular point, the written critique would not be required from a student.

Considerable discussion was held concerning the utilization of [redacted] As a result of this very frank exchange of ideas, CF/OS is looking into the several problems involved. In a week or ten days further discussion on the matter is planned between us.

A preliminary report of the survey of consumer reaction to OFC Training Evaluation Reports was also given [redacted] It was his notion that following preparation of a final report, it should be presented to Mr. Karamessines at a regular Tuesday meeting where both [redacted] and myself could be present. At that time the desirability of further studies of this kind could be discussed.

3. Follow up on the reason for [redacted] turning down an offer to join the A&E Staff revealed the basis of his decision to be a liking for more opportunity to conduct therapy and to teach than a position here seemed to offer. He is, however, interested in the Career Reserve and I have arranged for him to be contacted on this program. Because of his turning us down, an early recruiting trip will be necessary in order to get someone in process quickly. Otherwise, the additional psychologist [redacted] will be delayed.

4. Chief, A&E advised [redacted] on some final revisions of the Fitness Report as a result of the information received from those given a preliminary copy.

5. [redacted] is walking a career management case through the assessment process. This is [redacted] first contact with us since his return from overseas. This "walking through" process will serve to describe the assessment process for him in a very concrete fashion and set a pattern for his subsequent utilization of A&E facilities. Thus far, the employee concerned has taken the PETB and a standard assessment was conducted [redacted] The individual himself is coming in for an interpretive conference shortly. After this, the matter of the necessity of an intensive assessment will be discussed.

6. The [redacted] was administered on 7 May 1958 by [redacted] to 35 second-year students in the Graduate School of Business Administration, University of Virginia. On 8 May [redacted] conducted a critique of the test with students and faculty. The test was well received by both staff and students, and it is anticipated that a request will be made to administer it to 35 middle management executives who will be attending a special summer course at the University. This represents a valuable resource for trying out the test and will help appreciably in speeding up its development for use in the Agency.

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25X1 7. [] became more aware of A&E services as a result of an interview with one of our staff during the OFC/TER survey. He expressed a definite interest in obtaining more information and this was furnished in a follow-up session by Assessment Branch.

25X1 8. [] worked with the Assessment Branch staff for two days this week. In addition to participating in the on-going assessment process he consulted on the use of his special interviewing technique (reported previously).

9. An interesting covert assessment was conducted for EE/[] Involved were a husband and a wife being considered as a deep cover team. The situation was somewhat complicated by the fact that the couple had brought with them their three month old daughter who is being breast-fed.

25X1 10. [] called to inquire about one of his people with whom he had been discussing long-range career goals. We briefly described the assessment process and since we had no test data on the individual we suggested PETB. The individual is scheduled to take PETB on 16 May.

25X1 11. The delinquent training evaluations mentioned in Weekly Report #17, dated 30 April, still have not been received. A call [] assured us that they would be here next week. In addition, there are three other sets which are now overdue.

[]
Chief, Assessment and Evaluation Staff

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